

# Town Hall Rich List 2020

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## Introduction

The 2020 edition of the Town Hall Rich List marks the 13th version of this list, first compiled in 2007. For the past 13 years the TaxPayers' Alliance has assembled the most comprehensive list of council employees in the UK in receipt of over £100,000 in total remuneration.

For the average (band D) property, taxpayers in England will have to pay a council tax rise of 3.9 per cent or an extra £68 per year in 2020-21.<sup>1</sup> Scots will see an average rise of 4.5 per cent<sup>2</sup> whilst in Wales, they will increase by an average of 3.4 per cent.<sup>3</sup>

Against this background, the number of local authority employees receiving over £100,000 in total remuneration has risen to the highest level since 2013-14.

## Key findings

- At least 2,667 people employed by local authorities in 2018-19 received more than £100,000, an increase of 226 on 2017-18. 667 received over £150,000, 60 more than the previous year.
- The average number of employees who received over £100,000 in total remuneration per local authority is 6.9. This is up by one person per council on last year's average. The average number receiving over £150,000 is 1.7 employees per council.
- The local authority with the greatest number of employees whose remuneration was in excess of £100,000 was Essex council with 35 employees. Glasgow had the highest number of employees receiving over £150,000 at 12.
- The highest remunerated council employee in 2018-19 was the chief officer for health and social care at North Lanarkshire council, receiving £615,550 in total remuneration. This included a pension payment of £350,116, loss of office payment of £119,401 and salary of £146,033.
- A total of 32 local authority employees received remuneration in excess of a quarter of a million pounds in 2018-19. This was four more than the previous year.
- The local authority to pay out the highest amount in terms of bonuses and performance related pay to a senior employee was Edinburgh council, with the managing director receiving a £47,817 bonus.
- Total expenses paid to senior employees in the UK amounted to £768,930, with the highest amount (£19,170) being claimed by Peter Duthie, CEO of Scottish Event Campus Ltd.
- A total of 25 local authority employees received a loss of office payment of more than £95,000, the proposed cap on payoffs for public sector employees. While this cap has been put into law, the government has yet to implement it.

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<sup>1</sup> Ministry of Housing, Communities & Local Government. *Council Tax levels set by local authorities in England 2020 to 2021*. 25 March 2020, [www.gov.uk/government/statistics/council-tax-levels-set-by-local-authorities-in-england-2020-to-2021](http://www.gov.uk/government/statistics/council-tax-levels-set-by-local-authorities-in-england-2020-to-2021), (accessed 27 March 2019).

<sup>2</sup> Scottish Government. *Scottish Council tax 2020/21 - What Will You Be Charged?*, 9 March 2020, [www.bbc.co.uk/news/uk-scotland-scotland-politics-51714512](http://www.bbc.co.uk/news/uk-scotland-scotland-politics-51714512), (accessed 27 March 2020).

<sup>3</sup> StasWales. *Annual increase in average band D council tax, by billing authority*, <https://statswales.gov.wales/Catalogue/Local-Government/Finance/Council-Tax/Levels/annualpercentageincreaseinaveragebanddcounciltax-by-billingauthority>, (accessed 27 March 2020).

## Highest remunerated local authority employees

Table 1: 20 highest remunerated employees, 2018-19

Local authority	Name	Job title	Total remuneration (£)
North Lanarkshire	Janice Hewitt	Chief officer for health and social care	615,550
Birmingham	Angela Probert	Chief operating officer, strategic services	398,396
Sefton	Undisclosed	Head of highways and public protections	372,840
Cumbria	Brenda Smith	Corporate director - health, care and community services	362,300
Oxfordshire	Peter Clark	Chief executive	357,156
Rhondda Cynon Taf	Undisclosed	Director of regeneration and planning	357,000
Staffordshire	Undisclosed	Director of finance and resources	355,720
South Kesteven	Undisclosed	Strategic director	336,000
Mansfield	Undisclosed	Deputy CEO and director of commerce and customer service	315,000
South Kesteven	Undisclosed	Strategic director	313,000
Dorset	Undisclosed	Chief executive	302,000
Wandsworth and Richmond	P. Martin	Chief executive	301,650
Kingston Upon Thames	Roy Thompson	Acting chief executive/deputy chief executive	294,000
Lincolnshire	Keith Ireland	Chief executive	292,263
Chichester	Undisclosed	Service director - residents' services	287,782
Lambeth	Susan Foster	Strategic director - housing, regeneration & environment	278,846
Bournemouth	Undisclosed	Managing director	276,000
Buckinghamshire	Rachel Shimmin	Chief executive	273,664
Bridgend	Undisclosed	Corporate director - operational and partnership services	269,532
High Peak and Staffordshire Moorlands	Undisclosed	Head of operational services	267,978

**Table 2: 10 highest remunerated employees by benefits and expenses received, 2018-19**

Local authority	Name	Job title	Benefits or expenses (£)
Glasgow	Peter Duthie	CEO, Scottish Event Campus Ltd	19,170
West Sussex	Undisclosed	Executive director of communities & public protection	18,606
Glasgow	Billy McFadyen	Director of finance & development, Scottish Event Campus Ltd	14,096
Glasgow	Gayle Shepherd	Director of people and technology, Scottish Event Campus Ltd	13,829
High Peak and Staffordshire Moorlands	Undisclosed	Chief executive officer	13,749
Glasgow	Daniel Thurlow	Exhibition sales director, Scottish Event Campus Ltd	13,614
Glasgow	Kathleen Warden	Director of conference sales, Scottish Event Campus Ltd	13,614
Glasgow	Mark Laidlaw	Director of operations, Scottish Event Campus Ltd	13,614
Newcastle upon Tyne	Ewen Weir	Director of people	12,172
West Sussex	Undisclosed	Director of communities	12,113

**Table 3: 10 highest remunerated employees by bonuses received, 2018-19**

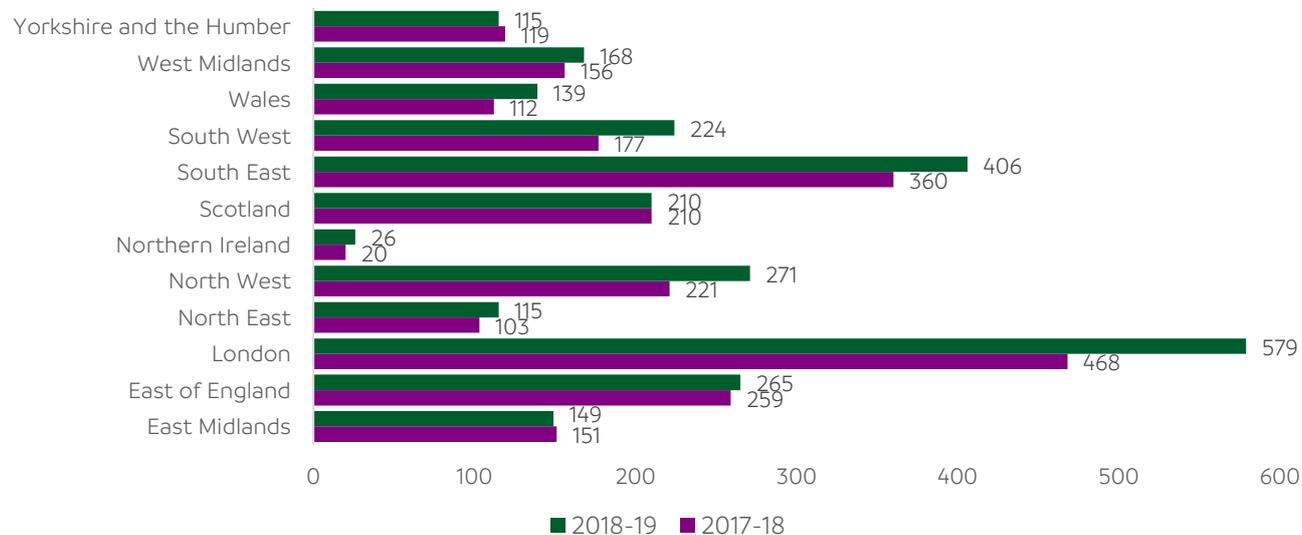
Local authority	Name	Job title	Bonus (£)
City of Edinburgh	R. Hall	Managing director	47,817
Glasgow	Peter Duthie	CEO, Scottish Event Campus Ltd	35,895
City of Edinburgh	M. Dallas	Chief executive, EICC	27,998
Glasgow	Billy McFadyen	Director of finance & development, Scottish Event Campus Ltd	26,477
Glasgow	Daniel Thurlow	Exhibition sales director, Scottish Event Campus Ltd	24,934
Glasgow	Mark Laidlaw	Director of operations, Scottish Event Campus Ltd	23,461
Glasgow	Gayle Shepherd	Director of people and technology, Scottish Event Campus Ltd	22,843
Glasgow	Kathleen Warden	Director of conference sales, Scottish Event Campus Ltd	22,843
Reigate and Banstead	John Jory	Chief executive	18,000
City of Edinburgh	L. Harrison	General manager, Edinburgh Trams Ltd	18,000

**Table 4: 10 highest compensation pay-outs for loss of office received, 2018-19**

Local authority	Name	Job title	Compensation (£)
Rhondda Cynon Taf	Undisclosed	Director of regeneration & planning	238,000
Chelmsford	A Price	Community services	233,974
Chichester	Undisclosed	Service director - residents' services	192,369
Staffordshire	Undisclosed	Section 151 officer, director of finance & resources	187,176
Oxfordshire	Peter Clark	Chief executive	154,048
Kingston upon Thames	Charlie Adan	Chief executive	142,000
Lincolnshire	Keith Ireland	Chief executive	133,875
Dumfries and Galloway	Alistair Speedie	Director economy, environment & infrastructure	133,114
Woking	Undisclosed	Strategic director	130,534
Tamworth	Undisclosed	Executive director corporate services	129,929

## Regional comparisons and highlights

### Employees receiving over £100,000 in total remuneration by region



The region with the highest amount of employees who received remuneration in excess of £100,000 was London with 579. Northern Ireland was the lowest, at 26. The London council with the most remuneration above that level was Haringey, with 31. The highest remunerated local authority employee in London was the joint chief executive of Wandsworth and Richmond councils, who received £301,650.

**Table 5: highest remunerated individual by region, 2018-19**

Region	Local authority	Job title	Remuneration (£)
East Midlands	South Kesteven	Strategic director	336,000
East of England	Peterborough	Corporate director: growth and regeneration	243,397
London	Richmond and Wandsworth	Chief executive	301,650
North East	Gateshead	Strategic director, communities and environment	263,948
North West	Sefton	Head of highways and public protection	372,840
Northern Ireland	Belfast	Chief executive	169,575
Scotland	North Lanarkshire	Chief officer for health and social care	615,550
South East	Oxfordshire	Chief executive	357,156
South West	Dorset	Chief executive	302,000
Wales	Rhondda Cynon Taf	Director of regeneration & planning	357,000
West Midlands	Birmingham	Chief operating officer, strategic services	398,396
Yorkshire and the Humber	Barnsley	Chief executive	249,000

**Table 6: highest paying local authorities broken down by region, 2018-19**

Region	Local authority	Employees' remuneration over £100,000
East Midlands	Derbyshire	13
East of England	Essex	35
London	Haringey	31
North East	County Durham	26
North West	Liverpool/Cheshire West and Chester	17
Northern Ireland	Belfast	7
Scotland	Glasgow	21
South East	Kent	32
South West	Cornwall	19
Wales	Cardiff	13
West Midlands	Birmingham	22
Yorkshire and the Humber	Leeds	18

[Check out the full data tables by clicking here](#)

## Methodology

Total remuneration includes but is not limited to salary, benefits in kind, expenses, bonuses, any stated election duty fees, redundancy payments and employer's pension contributions, unless stated otherwise in the notes.

Methods of reporting the pay of the highest remunerated employees in local authorities varies significantly. Measures taken to ameliorate this does mean that the stated figure of 2,667 council employees receiving over £100,000 is likely to be an underestimate.

- As well as a detailed remuneration report for senior staff, English councils publish a headcount of all members of staff on a salary in excess of £50,000 (£60,000 in Wales) in £5,000 bands. On the occasional case whereby teaching staff have not been excluded from this headcount, the headcount has not been included. As a consequence, some non-teaching staff may have been excluded from the research.
- Some local authorities have not indicated whether those listed in the senior staff breakdown are in addition to or separate to those in the remuneration bands, making it unclear in some cases. In these instances, the senior staff breakdown is closely compared to the pay bands in order to establish the relationship between the two sets of data.
- In other instances, it has been stated that senior staff are included in the headcount, only for the remuneration bandings to contradict that.
- The figures in council headcounts do not always include employer pension contributions. Consequently, many non-senior members of staff in the headcount are reported as receiving salaries between £90,000 and £99,999, but their total remuneration is likely to exceed £100,000 when employer's pension contributions (between 14 and 18 per cent on average<sup>4</sup>) are taken into account. As such, the total number of employees receiving over £100,000 in total remuneration is likely to exceed the identified number.
- In Scotland, pension contributions are listed separately from employees' other total remuneration. As such, total remuneration excluding pensions has had to be manually combined with the pension contributions.
- In Northern Ireland, the pension figures shown are equivalent to 19 per cent of the employee's salary, in line with the standard 19 per cent each Northern Irish local authority contributes to the Northern Ireland Local Government Officers' Superannuation Committee scheme. A 2 per cent deficit reduction contribution is also made by employers to the scheme.
- Each entry refers to an individual not a position.
- School and police staff have been excluded from the survey wherever possible.
- Where salary bands are provided, the midpoint has been used.
- Local authorities in England and Wales are only required to provide names for those with a salary of £150,000 or more (Scottish councils publish the names of all senior employees). Some local authorities have opted to name all their senior staff irrespective of whether their salaries are above £150,000.
- Amongst the annual reports of Scottish councils are included the employees of council-owned subsidiaries. These subsidiary employees have been included when receiving over £100,000 in total remuneration.

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<sup>4</sup> *Local Government Pension Scheme: an introduction*, UNISON, 2020, [www.unison.org.uk/get-help/knowledge/pensions/local-government-pension-scheme/](http://www.unison.org.uk/get-help/knowledge/pensions/local-government-pension-scheme/), (accessed 30 March 2020).  
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